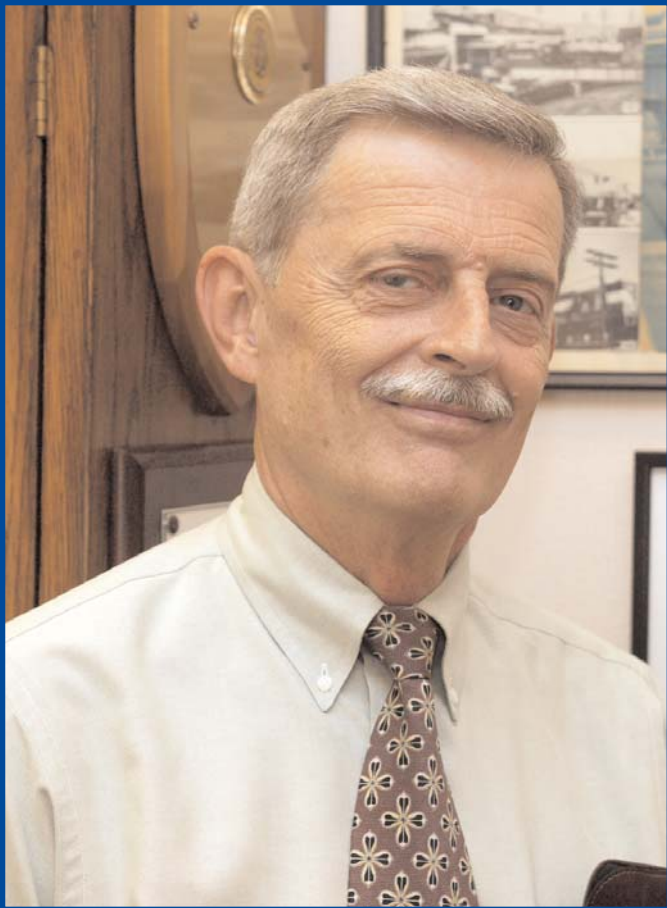


2003 COMMISSIONER'S AWARD FOR EXCELLENCE



Calvin F. Boles, III

Outstanding Leadership

Assistant State
Location & Design Engineer
Location & Design Division
Central Office

Leadership and knowledge. Those strong assets characterize the career of Calvin Boles, who began his contributions to the department in 1957. His knowledge base grew from his work as a road design draftsman, and then as a photogrammetrist. Continuing to diversify his experience, he transferred to hydraulics and became an authority in that field, teaching as an adjunct faculty member of J. Sargeant Reynolds Community College.

Hard work elevated him to the post of state hydraulic engineer in 1982. It was an opportunity for him to exercise his leadership style, which was, and still is, a balance between task and people. Calvin uses his influence, which is the heart of leadership, to increase others' buy-in and commitment to new ideas and directives. He also leads by example. While he sets clear expectations, he never asks anyone to do something that he would not do himself.

In 1992, Calvin became an Assistant State Location and Design Engineer, a position he continues to hold. In this position he leads multiple programs within the division. His aspiration to serve, to inspire confidence and trust, and to release creativity into the work environments of staff members are the key elements in his many contributions to VDOT's success.

Nominated by: Mohammad Mirshahi, P.E.

